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ABSTRACT

This document includes two studies related to the law enforcement program at North Hennapin Community College (Minneapolis, Minnesota). The first study reports the results of a survey sent to all students who listed law enforcement as their major field. Two hundred and four students (74 percent) completed the questionnaire which examined the students' characteristics and plans. The average age of the group was 24. Forty percent were employed in law enforcement or a closely related field, and the remainder expected to end up working for a public law enforcement agency. Overall, an interest in the occupational area outweighed all other factors for both men and women, inservice and preservice students, in motivating enrollment in the program. The secord study reports the results of a survey sent to 147 police chiefs in Minnesota in order to determine the number of job openings in law enforcement in 1975, desired characteristics of new officers, and emerging occupations into which a person with with law enforcement interests might be directed. Most of the characteristics looked for when hiring a new officer fell into one of seven descriptive categories: job interest and ability, morality, emotional stability, understanding of people, intelligence, and personal appearance. Data are organized into tables and appended to each report. (ENHM)

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Office of Institutional Research
North Hennepin Community College
Research Report Number 1
December, 1975

Students in the North Hennepin Community College Law Enforcement Program

Janis H. Weiss

The Law Enforcement Program at North Hennepin Community College is a thriving one. On the Fall Term, 1975 program listings, 275 students indicated they were on campus intending to pursue this career program. Initially, the curriculum primarily serviced persons already employed in the law enforcement field. Now however, more persons are entering the Program who are not employed in law enforcement, but who see the course of study as one which will result in employment in this career area. In order to get better information on their plans and goals, a questionnaire was given to all students who listed Law Enforcement as their major program on the fall, 1975 registration form. The questionnaire was administered to those enrolled in Law Enforcement classes in the Fall Term and mailed out to those who were listed as enrolling in the Program, but who were not taking a law enforcement class. Seventy-four percent (N=204) of those listed on the Program Synopsis as being enrolled in the Program completed the questionnaire.

Background information

Of the questionnaire respondents, 78% were men and 22% were women; nearly one-half were veterans. The average age of the group was 24 with a range of 17 to 64 years. (See Table 1 for a breakdown of respondents by age.) It should be noted that 30% of the group were between the ages of 17-19, 27% were between 20-23, 26% were between 24-30 years of age, and 17% were between the ages of 31-64. As a group, those who were already employed within the broad area of law enforcement, i.e. public law enforcement agency, private agency, or security, were older (average age=29) than those who were pre-service (average age =22). Over one-third of the group were

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new freshmen, while one-half had completed less than three quarters of work. The number of credits earned by the students prior to fall term ranged from 0 to 115.

In-Service students

A rather loose definition of "in-service" was utilized in isolating the 40% who were working within the broad area of law enforcement. It included not only persons employed in permanent full-time positions within public law enforcement agencies, but also persons employed in part-time positions they viewed as temporary. Seventy-five percent of them were employed full-time and had been working in the field an average of 6.5 years (range from less than 1 to 39 years).

Of the total group of in-service persons, 40 of the 58 who were working full-time expected to stay with the agency in which they were employed. Ten of the 18 who expected to make a change were working in the security area. Among the part-time employees, only 3 of 21 expected to stay with the same agency. Thus in this group of in-service persons the greatest expected mobility was within the part-time security employees. In addition, most of this mobile group tended to fall in the youngest age range.

When asked what position they would like to hold five years from now, most indicated they wanted to advance at least one rung up the career ladder. Those working in security wanted to be patrol persons; patrol persons wanted to be sergeants; sergeants wanted to be lieutenants and so forth.

Pre-service students

Sixty percent of the students enrolled in the Law Enforcement Program

were not employed in law enforcement or a related occupational area. However, 97% intended to look for a job in this area. Police work on a city force was the most popular choice among these students (60%), followed by work in a county system or sheriff's office (33%), and employment as a probation officer (22%). Work in business or institutional security (3%) and for a private agency (5%) were the least often selected. (See Table 2.) The choices of men and women did differ with women being somewhat less interested in being employed within a city, county, or federal police force and more interested in employment as probation and parole officers.

Over one-half of the pre-service students wanted to remain in the Twin City Metropolitan area, one-fourth expected to stay in Minnesota but outside of the metro area and another one-fourth were willing to locate any place in the United States where they could find a job.[1]

Educational plans

When asked to describe their educational plans, only 6% of the respondents (both pre-service and in-service) said they were planning to take a few law enforcement classes but probably would not get an AAS degree and another 8% said they were taking a few courses to see if they liked the area. Sixty-nine percent expected to get an AAS degree and 35 to 40% (5% were not certain) planned to transfer to a 4-year law enforcement program.[1]

Reasons for enrolling in the Law Enforcement Program

Most students (85%) enrolled in the Law Enforcement Program at North Hennepin because they were particularly interested in the occupational

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[1]Some students checked more than one alternative.

area. Wanting to help others (61%), general interest in law and order (58%), viewing law enforcement as an exciting occupation (50%), and interesting classes (38%) were also important factors. (See Table 3.)

In looking at important factors by sex of respondent (see Table 3), pre-service or in-service designation (see Table 4), and by age of respondent (see Table 5), some interesting differences did appear. Women were more likely than men to enroll in the Program because they saw it as a means of satisfying a desire to help others and because of their interest in law and order. More men than women were interested in job security, LEEP funds, night courses, interesting classes, and job promotions. Because the women were significantly younger than the men, it was necessary to check to see whether these differences held up when the age factor was controlled. Using only men and women between the ages of 17 and 23, it was found that more men than women were particularly interested in the occupational area and felt salary, security, interesting classes, and excitement were important factors, while women more often than men were motivated by a desire to help others. These differences do suggest that the Law Enforcement Program is serving slightly different needs in women and men.

Some of the differences between the pre-service and in-service students followed from their employment status. (See Table 4.) Thus it was not surprising to find that more in-service than pre-service students felt job security, night classes, LEEP funds, and job promotion were important factors. In addition, the in-service students were more likely to stress the importance of interesting classes while the pre-service more often stressed wanting to help others, excitement, and interest in law and order.

In order to investigate change in the factors causing enrollment in the

Law Enforcement Program over the age range, the respondents were divided into four age groupings: 17-19; 20-23; 24-30; and 31-64. (See Table 5.) There was a tendency for interest in the occupational area and interest in law and order to decline with increasing age. There was a marked decrease, mostly occuring in the 31-64 year olds in wanting to help others and a decline over the entire age span in viewing law enforcement as an exciting occupation. In line with other information on the older adult student, the 31-64 year olds were more likely than others to stress the importance of interesting classes. The importance of night classes, LEEP funds, job promotion, and other reasons (the most often cited "other" reason was that the Program was recommended as the best in the metropolitan area) increased with age. Job security and good salary were stressed more by the 24-30 year olds than by others.

Some beginning projections

The trend over the past three years has been for the numbers enrolled in the Law Enforcement Program to increase. In the fall of 1973, 231 students indicated they were enrolling in the Law Enforcement Program, in fall, 1974 the number increased to 244, and in fall of 1975 there were 275 students enrolled. In order to get some idea of the progression of the present law enforcement students through North Hennepin, the information from the Fall, 1975 Program Synopsis was used.[1]

Graduation date was computed by looking at the number of credits earned prior to the Fall Term and the number of credits being earned in Fall Term. Assuming students would continue at the same credit level until

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[1] It is important to note that attrition rate has been ignored in the figures which follow. This information will be fed in later in this section.

completion, graduation date was computed. Of those graduating, information from the questionnaire suggested that 40% of the total group will already be employed and of those, 40% will want to seek new positions. Another 35% of the total group expect to go on to a 4-year institution.

Assuming for the moment there is no attrition, it was projected that 56 of the 275 students presently enrolled in the Program could graduate at the end of Spring Term, 1976. Of these, 28 would be seeking new or first time law enforcement employment, 15 would transfer to a 4-year program, and 13 would remain in their present law enforcement position. At the end of Spring Term, 1977, 108 could graduate with 53 seeking employment, 29 transferring to a 4-year program, and 26 remaining in their present position. In the spring of 1978, 75 could graduate, 37 of whom would be seeking employment, 20 would go on to a 4-year program, and 18 would be employed. The bulk (all but 36 of the 275) could have progressed through the curriculum by the spring of 1978.

These figures are perhaps instructive in that they indicated the number of students who could conceivably graduate from the Law Enforcement Program and how they would disperse among the various alternatives after graduation. Realistically however, attrition, stopping-out, and transfer between colleges and within North Hennepin programs does take its toll on the numbers graduating.

Although nearly 70% of the students presently enrolled in the Program indicated they intended to get an AAS degree in law enforcement, investigation of the students enrolled in fall, 1973, 1974, and 1975 indicated that approximately one-half did not continue in the Program from one year

to the next.[1] The attrition rate, as might be expected, was highest among the freshman level students (55%). It was 37% among the sophomore level students. Approximately 38% of each year's total were continuing students and 12% graduated.

Combining this information with the graduation projection, it suggests that the number of 1975 enrollees who will actually graduate, particularly in 1977 and 1978, will be far less than the number which theoretically could complete their course of study. If 37% of the sophomore level students do not complete the Program, the number graduating in 1976 would be about 36. As for the 98 who could in theory graduate in 1977, probably only 31 will graduate. Applying the same attrition rates in the 1978 group, then 17 to 22 of those students (depending upon whether the 37% sophomore level attrition rate is applied twice) may graduate. It was not possible to disperse these numbers into those who would be seeking new or first time employment, transferring to 4-year programs, or remaining with their law enforcement position since differential attrition rates of pre-service and in-service students and educational plans of graduates are not available at this time.

A report to follow will outline the current job market information.

Summary

In order to investigate the characteristics and plans of students in the Law Enforcement Program at North Hennepin Community College, a questionnaire was sent to all students who listed Law Enforcement as their major

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[1] Some students do "stop-out" and thus may in time complete the program while others transfer to other programs at North Hennepin.

area on their fall, 1975 registration form. Seventy-four percent (N=204) completed the questionnaire. The average age of the group was 24. Forty percent were employed in law enforcement or a closely related field (e.g. security) and of these, 60% expected to remain in their present job. Nearly all of the rest of the respondents expected to end up working for a public law enforcement agency.

Women enrolled in the Program were more likely to want positions as parole or probation officers and to stress a desire to help others as an important motivation for enrolling in the Program. Men more often emphasized an interest in the particular occupational area, salary, job security, the importance of interesting classes and a view of the occupation as exciting. Overall, an interest in the occupational area outweighed all other factors in motivating enrollment in the Program.

There were some differences between in-service and pre-service students, many of which were attributable to the employment status of the groups. In addition, the in-service group more often stressed interesting classes while the pre-service group was more likely to stress social service motives, excitement, and interest in law and order.

The youngest age group (17-19 years) was the most likely to stress excitement and desire to help others as important factors while the older students (31-64) stressed interesting classes, night classes, LEEP funds, and job promotion factors. Salary and job security were more important job attributes to those in the 24-30 year age range than to the others.

Using information from the Fall, 1975 Program Synopsis and information from the questionnaire some theoretical projections were made as to the number

of North Hennepin Law Enforcement students who could conceivably graduate from the Program over the next three years. When attrition rates developed on the students enrolled in the Program in 1973, 1974, and 1975 were applied to these theoretical figures, more realistic graduation levels were estimated.

Table 1

Age Range of Respondents

Age	Total Group	Pre-Service	In-Service
17	1.5%	2.8%	0%
18	11.4	17.4	1.4
19	16.8	20.2	14.3
20	12.4	18.3	4.3
21	5.0	6.4	2.8
22	3.0	4.6	2.8
23	6.9	5.5	4.3
24	4.4	2.8	5.7
25	4.0	5.5	2.8
26	5.9	5.5	7.1
27	2.0	1.8	1.4
28	2.5	0.9	2.8
29	4.0	2.8	2.8
30	3.5	0	8.6
31	2.5	1.8	4.3
32	2.0	0	5.7
33	3.0	0.9	5.7
34	0.5	0	1.4
35	1.0	0.9	1.4
36	0.5	0	1.4
37	1.5	0	4.3
38	1.0	0	2.8
39	1.5	1.8	1.4
40	0.5	0	1.4
43	0.5	0	1.4
44	0.5	0	1.4
45	0.5	0	1.4
46	1.0	0	2.8
64	0.5	0	1.4
Mean	24.5	21.7	28.8

Mean age of women = 21.6

Mean age of men = 25.2

Table 2

Law Enforcement Area Choices of Pre-Service Students

	Total Group[1]	Men	Women
City Force	60%	64%	52%
County or Sheriff's Office	33	40	15
Probation	22	11	48
Federal System	14	17	9
Parole	14	7	30
Other[2]	8	6	12
Private Agency	5	4	9
Security	3	5	6

[1]Most selected more than one alternative (mean number of choices was 1.6).

[2]Most of the "other" choices could have been entered under county, state or federal systems.

Table 3

Factors Important to Students Enrolling In the Law Enforcement Program

	All	Men	Women
Interest in area	85%	86%	79%
Want to help others	61	55	79
Interest in law and order	58	54	67
Exciting occupation	50	51	51
Interesting classes	38	41	30
Job security	19	24	5
Job opportunities	17	18	16
Good salary	17	18	12
All courses at night	15	19	5
Availability of LEEP funds	13	17	2
Needed for job promotion	9	12	2
Other	19	23	7

Table 4

Factors Important to Pre-Service and In-Service Students Enrolling in the Law Enforcement Program

	Pre-Service	In-Service
Interest in area	87%	82%
Want to help others	65	54
Interest in law and order	60	54
Exciting occupation	54	46
Interesting classes	32	49
Job security	15	26
Job opportunities	16	20
Good salary	15	19
All courses at night	8	28
Availability of LEEP funds	1	32
Needed for job promotion	2	21
Other	16	25

Table 5

Factors Important to Varying Age Groups Enrolling in the Law Enforcement Program

	17-19	20-23	24-30	31-64
Interest in area	93%	88%	82%	84%
Want to help others	70	67	61	36
Interest in law and order	59	61	52	52
Exciting occupation	63	51	48	45
Interesting classes	41	24	36	68
Job security	15	16	32	19
Job opportunities	20	20	18	16
Good salary	17	14	30	10
All courses at night	0	10	20	45
Availability of LEEP funds	2	0	14	55
Needed for job promotion	2	2	18	23
Other	24	12	11	42

Office of Institutional Research
North Hennepin Community College
Research Report Number 2
January, 1976

Law Enforcement: A Job Market Survey

Janis H. Weiss

When the North Hennepin Law Enforcement Program began in 1968, most of the students who enrolled were officers from local police departments. The availability of funds from the Law Enforcement Education Program (LEEP) in 1969 further encouraged a number of in-service police personnel to participate. As the Program expanded, it attracted more pre-service students who were interested in law enforcement as a career area. By the fall of 1975, over 60% of the enrollees in the Law Enforcement Program were pre-service students (see Research Report No. 1).

Because of the increase in the number of pre-service students and the generally depressed job market, more attention needed to be paid to assessing the availability of jobs for persons with law enforcement education. The reports from students that there were hundreds of persons competing for a few openings, served to make the need for a market survey more immediate.

In December, 1975 a survey was sent to 147 police chiefs in communities in the State of Minnesota.[1] Of these, 87 surveys were returned (59%). Eight percent of the surveys came from agencies within the Minneapolis-St. Paul city limits, 42% came from the Twin City suburban area, and 50% came from outstate agencies.

Job openings

During 1975, there were 237 openings in the 87 agencies responding to the survey. Eighty-eight percent (N=207) of these positions could have been

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[1] Surveys also were sent to Ramsey County and Hennepin County Sheriff's offices, BCA, FBI, Highway Patrol, and the University of Minnesota.

filled by a person with no prior law enforcement experience. About one-third of the openings occurred in agencies within the Minneapolis-St. Paul city limits, one-third occurred in agencies in the Twin City suburban area, and one-third were in outstate agencies. Twenty-five to thirty percent of the police agencies in each of these regions hired no new employees during 1975.

Of the persons hired, one was reported as having less than a high school education, 30% had a high school diploma, 33% had some college or vocational-technical training, 15% had a 2-year college degree, 17% had a 4-year college degree, and 4% had more than four years of college. Thus the majority of new recruits have had some education beyond high school. Most of the police chiefs who responded to the survey (84%) indicated that having a 2-year degree made an applicant more attractive to them. Some however, added a caveat to their blanket "yes" to this question. A few indicated that any 2-year degree was desirable whether or not it was in Law Enforcement, while several others indicated that only a college, not a vocational-technical degree, was acceptable.

The police chiefs in the sample were asked to predict, the number of persons they would be hiring each year between 1975 and 1980, taking into consideration increases or decreases in staff size and staff attrition. The actual number is probably less important than the fact that they predicted they would be hiring fewer people over the next five years than were hired in 1975. Overall, they predicted a 32% decrease in the number to be hired.

More complete and accurate projections of the number of openings for new recruits over the next 20 years come from a report of the Minnesota Peace Officers Training Board.[1] Their figures are based upon data from outstate agencies (municipal and sheriffs only), Metro agencies (includes suburban,

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[1]I wish to thank Mr. Carl Pearson, Executive Director of the Peace Officers Training Board, for sharing these data with us.

state, and special agencies), and Minneapolis-St Paul agencies. (See Table 1.) It was projected that in 1975, there would be a need for 538 new officers in entry-level law enforcement positions. Thirty-four percent of these openings were projected to occur in the outstate area while 66% would occur in the seven-county metropolitan area. Between 1975 and 1980, the projected number of new recruits was predicted to drop about 7%, with only the suburban agencies showing a slight increase. The projected increase between 1980 and 1985 was 12%, was 12% between 1985 and 1990, and was 8% between 1990 and 1995. Again the greatest increase in new recruits was projected to occur in the Twin City suburban area. Each year between 1970 and 1975, there have been approximately 500 to 600 new recruits. Thus far it would appear that the projections are accurate and the job market in the law enforcement area has remained fairly stable.

At the present time, however, new recruits are coming from a variety of educational backgrounds. About one-third have high school diplomas while others have vocational-technical training, community college education, or degrees from four year post-secondary institutions. There are a number of law enforcement programs in the State of Minnesota which service the educational needs of prospective recruits. In the fall of 1975, approximately 120 persons were enrolled in the Law Enforcement Program at Alexandria Vocational-Technical Institute, 235 were registered in the Program at Normandale Community College, and 57 were enrolled at Metropolitan Community College and 275 were enrolled in the North Hennepin Program. Others are coming out of two-year programs at Hibbing, Inver Hills, Lakewood, Mesabi, Northland, Rochester, and Willmar community colleges and at Mankato State University. In addition, there are 4-year Criminal Justice and Law Enforcement programs at St. Cloud, Mankato, and Bemidji state universities, and the Minneapolis branch of Antioch Comm-university.

Desired characteristics of new recruits

Although educational background is an influential factor in hiring practices, other variables are also important. The Police Officers Training Board emphasizes that the individual must be able to pass a physical examination, a psychological examination, a written test, and present an affidavit that they have not been convicted of a felony prior to entering their basic 8-week training program. At the present time, most individuals entering basic training have been hired already by a law enforcement agency and must successfully complete basic training as part of their one-year probationary period requirements. Thus they must meet the hiring standards of a local agency first.

In order to get information on local requirements, police chiefs were asked what particular characteristics they looked for when hiring a new law enforcement officer or deputy. The most frequently mentioned single characteristics were: education; honesty; common sense; emotional stability; interest and ability in the area of law enforcement; intelligence; good written and oral communication skills; and understanding of people.

An attempt was made to categorize all of the characteristics mentioned by these respondents (see Table 2). The categories themselves should be viewed as merely suggestive and certainly interrelated. Twenty-four percent of the comments fell into the category called Job Related Characteristics. Education, with the usual implication being some education beyond the minimum high school requirement, and interest and ability in the area of law enforcement were the most frequently mentioned in this area. Ambition, loyality and leadership ability were suggested also. Psychological Status was the second most frequently mentioned category of responses with the dominant requirements being emotional stability and control, having good common sense, and being mature. Almost as important was Moral Character. Most chiefs stressed honesty and integrity including a past history of good conduct. As one chief put it, "He must not only be above sin, but must be above suspicion of sin."

Ability to develop positive interpersonal relationships was mentioned in about 14% of the comments. The respondents wanted someone who reacts to people with understanding, patience, and tact. Although the "helping" component was frequently mentioned by the North Hennepin Law Enforcement students as a significant motivation for enrolling in the Law Enforcement Program, only one chief mentioned this directly. The emphasis of most of the respondents was not on helping but on being able to relate positively and with personal control to people particularly in stressful circumstances. Intelligence and good communication skills--both written and oral-constituted 11% of the comments. Successful college-level work is often used as evidence of intelligence and the interview is used to provide information on oral communication skills. Written reports do constitute a significant portion of an officers' duties and thus writing skills are emphasized in hiring practices.

Size is no doubt important although only a few mentioned it directly. One chief said, "A good, big man is better (in my opinion) than a good, little man. The same with a woman--a good, big woman is better than a good small woman." Personal appearance or good personal hygiene was mentioned frequently. Marital status is listed under "Other." Judging from some comments, it seemed likely that chiefs preferred married applicants.

Although none of the chiefs made reference to sex and minority status as important variables in hiring, many agencies particularly in the metropolitan area are receiving strong pressure to hire more women and minorities. Thus in considering important characteristics of new recruits, these attributes should not be ignored.

Overall, the chiefs seemed to be saying that, first of all, law enforcement is a definite occupational area and they wanted to hire a person whose interests and abilities lie in the area. Education in law enforcement is one way of displaying this interest and ability. In addition, law enforcement is, in their view, an occupation which requires emotional control over all other

psychological characteristics. Past adherence to the law is important not only to lend credibility to the law enforcer but as evidence of this emotional stability and control. The chiefs saw their area as person-oriented and thus one which requires an individual who has the ability to relate and communicate to other people. Intelligence and common sense were seen as important characteristics in being able to deal with people, particularly in difficult circumstances. Lastly a neat personal appearance and physical size were viewed as important.

Police agencies use a number of different sources in order to develop information on applicant characteristics. Typically they utilize most or all of the following: written examination (Civil Service); oral examination; physical examination; psychological examination; background check; and school records.

Other occupations

Although the job market in law enforcement appears to be remaining stable there are perhaps other occupations which are similar in structure and requirements. A number of different ones were mentioned by the respondents in the sample (see Table 3). Most frequently suggested were security positions in private industry. One chief suggested there was a particular need for trained personnel in private security in order to professionalize and improve the reputation of this important area. Within the police department structure there are some positions which do not require sworn personnel, e.g. Community Service Officers, dispatchers, records management, data processing. Within the broader government structure, probation, parole, corrections, planning, working with the prosecutor's office were among those mentioned. Some of the suggested occupations require specialized work beyond the AAS degree (counseling, lab technician, design of shopping and residential districts to maximize security) but were seen as viable alternatives to more narrowly defined police work. With the possible exception of the private security area, the numbers involved in the other suggested

occupations may be small and development of the necessary competencies may require careful educational planning.

Summary

A human resources survey was sent to 147 police chiefs in the State of Minnesota in order to get information on: 1. the number of job openings in law enforcement in 1975; 2. the desired characteristics of new officers hired by departments around the state; and 3. emerging occupations into which a person with law enforcement interests might be directed. Fifty-nine percent (N=87) of the surveys were returned. In 1975, these agencies had a total of 237 openings, 88% of which could have been filled by an individual with no prior law enforcement experience. Seventy percent of the persons hired to fill these positions had some post-secondary work.

While the respondents predicted a 32% drop in the number of new openings between 1975 and 1980, the report from the Police Officers Training Board, covering all law enforcement agencies in Minnesota, indicated a probable 7% decrease in the number of entry-level positions. The Board report projected approximately 500 police and sheriff's department openings per year between 1975 and 1980.

When asked what particular characteristics they looked for when hiring a new officer or deputy, most of the indicators fell into one of seven descriptive categories: job interest and ability; morality; emotional stability; understanding of people; intelligence, including good written and oral communication skills; and personal appearance. A written examination (Civil Service), oral examination, physical examination, psychological examination, background check, and school records are the most frequently utilized sources of information on applicants.

The respondents did see other occupations as alternatives to more narrowly defined police work for a person with law enforcement interests. Security work in private industry was the most frequently mentioned. There were other positions in public police agencies which could be filled by non-sworn personnel,

e.g. records management, Community Service Officer, dispatcher. Many of the suggested occupational outlets would require careful educational planning in order to develop the necessary skills.

Table 1

Summary of projections of new general duty recruits for each projection period. (All law enforcement agencies) State of Minnesota.[1]

	1975	1980	1985	1990	1995
Outstate (Municipal and sheriffs only)	182	132	138	144	139
Metro (Suburban, state & special agencies)	237	259	290	342	391
Minneapolis-St. Paul	119	108	129	140	145
Total	538	499	557	626	675
Projected increase		-7%	12%	12%	8%

[1]Taken from a report compiled for the Peace Officers Training Board.

Table 2

Characteristics of new recruits judged important by law enforcement agencies.

I.	Job related characteristics	Total = 70	24%
	Education	23	
	Interest, ability in area	19	
	Ambition	7	
	Loyality	6	
	Leadership	6	
	LE experience	4	
	No LE experience	2	
	Attitude	2	
	No union talk	1	

continued

Table 2, continued

II.	Psychological status	Total = 61	21%
	Emotional stability, control	20	
	Common sense	19	
	Mature	8	
	Flexibility	4	
	Take orders	3	
	Perform under stress	2	
	Self understanding	1	
	Self confidence	1	
	Psychological characteristics	1	
	Unimpressed with position of authority	1	
	Good judgment	1	
III.	Moral character	Total = 57	19%
	Honesty, integrity	19	
	Reliability	7	
	Good work record	7	
	Background	7	
	No criminal record	5	
	Good conduct	4	
	Good credit rating	4	
	Good driving record	3	
	Drinking habits	1	
IV.	Interpersonal relations	Total = 41	14%
	Understanding of people, kindness	12	
	Personality	8	
	Firm	5	
	Community involvement	3	
	Tactful, courteous	3	
	Knowledge of persons in area	2	
	Fair	2	
	Outgoing	2	
	Quiet	1	
	Sincere	1	
	Public relations-minded	1	
	Desire to help others	1	

continued

Table 2, continued

V.	Intellectual status	Total = 32	11%
	Intelligence	16	
	Good communication skills; written and oral	16	
VI.	Physical characteristics	Total = 29	10%
	Personal appearance	15	
	Size	8	
	Age	3	
	Health	2	
	Energetic	1	
VII.	Other	Total = 3	1%
	Married	3	

Table 3

Other occupations for individuals with law enforcement interests.

I.	Within the police department structure	
	Dispatcher	6
	CSO	5
	Records	2
	Intern	2
	Lab tech	2
	Counseling police	1
	Data processing	1
	Electronics	1
	Jailer	1
	Police reserve	1
	Liason, court and police	1
	Motor vehicle maintenance	1
	Handwriting	1
	Finger printing	1

continued

Table 3, continued

II.	Government structure	
	Probation	9
	Corrections	6
	Parole	4
	Welfare fraud	4
	Prosecutor's office	3
	Youth bureaus	2
	Court services	2
	Crime prevention	1
	Crime commission	1
	Highway planning & safety	1
	County planning	1
	Community planning	1
	Postal inspection	1
	Border patrol	1
	Bureau of Criminal Apprehension	1
	Fire Marshall's office	1
	Public schools	1
	County-wide investigation	1
	Game warden	1
III.	Private sector	
	Security	24
	Counseling services	5
	Private investigation, general	3
	Insurance investigation	3
	Employment agencies	1
	Industrial safety	1
	Design, shopping & residental areas	1
	Sales, security equipment	1
IV.	Other	
	Emergency medical	1
	Politics	1

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